

GOLDSMITHS COLLEGE
University of London

COUNCIL

EQUALITY AND DIVERSITY COMMITTEE

Minutes of the meeting held on Tuesday 30 January 2007

Present: Lady Celia Goodhart (Chair), Dr Philip Broadhead, Mr Chris Pearson, Ms Katy Donnelly, Professor Dennis Atkinson, Professor Sara Ahmed, Mr Bob Westaway, Mrs Mary Bown, Ms Vicky Annand, Ms Suzanne Stead, Ms Lante Yan'kyaa

In Attendance: Ms Hilary Lowe, Ms Johanna May, Mr Luca Perera

Apologies: Dr Rosalyn George, Mr James Souter

1 IDENTIFICATION OF ITEMS FOR DISCUSSION

Noted: 1 No additional items were identified for discussion

2 APPROVAL OF ITEMS FOR FORMAL DECISION

Noted: 1 that under standing order 12, members were required to disclose any interest which others might reasonably think could influence that member's action and decisions as a member of the committee
2 that no member declared any such interest

3 MINUTES

- 1 that under section 11, Monitoring of Staff Recruitment 2005-06, it should be noted that there had been problems obtaining recruitment data from the new HR system and every effort would be made to resolve the issue
- 2 that under section 13 the Equal Opportunities Advisor reported that an email had been sent to the Head of Estates & Facilities regarding the disabled toilets and that she was still awaiting a response. It had been agreed that a follow up email would be sent to the Head of Estates and Facilities regarding this issue and that Lady Goodhart would take up the matter with the Warden if required
- 3 that under section 6.8, Vicky Annand had suggested that the Head of

Estates and Facilities had been responsible for directing the signage project team for the College

Resolved: that the minutes of the meeting held on 24 October 2006 be approved

4 DISABILITY EQUALITY SCHEME (CNCL/73-R/06/296R)

Received: The Disability Equality Scheme approved by Council in December 2006

Noted: 1 that the Disability Scheme had been approved by Council in December 2006 and Academic Board and both bodies had been supportive towards of the Scheme

2 that Council had approved 4% as the target rate for disabled people in employment at the College

3 that the EO Advisor had suggested that the current number of staff declaring a disability should increase as the new definition of disability was explained and a further staff data gathering exercise was undertaken

4 that the EO had advised the Committee that the Disability Scheme had been made available on the internet and that it had been sent off to the Disability Office for consideration and monitoring

5 TWO TICKS SYMBOL (S07.014)

Received: a report from the EO Advisor containing background information on the Two Ticks Symbol and what it means to be positive about disabled people

Noted: 1 that the Pro-Warden Students explained to the Committee that the Two Ticks symbol was a process of encouraging disabled individuals to apply for jobs and to ensure that a fair and transparent recruitment process was in place

2 that Lady Celia Goodhart had suggested that a plan would need to be designed for this work and that this should be shared with HR Committee in due course

3 that Vicky Annand had raised the issue regarding job descriptions and adverts needing to be amended to reflect the two ticks symbol

Resolved: that the EO Advisor would identify further actions and report to the next Committee

6 STANDING ITEM ON DISABILITY (S07.015)

Received: a report from the Disability Co-ordinator, Students on the current position regarding support of and facilities available to students with disabilities and/or specific learning difficulties

- Noted:
- 1 that the Disability Co-ordinator had explained that the new temporary disability advisor had been appointed and that training had been provided to ensure that the case work would be taken up as soon as possible
 - 2 that the number of students declaring a disability had increased and that a total number of 807 students had registered as disabled within the College
 - 3 that the Disability Officer had identified that the freelance dyslexia tutors were engaged in administrative work which had prevented them getting involved in much case work. The Disability Officer had raised concerns over this issue and had suggested that employing staff to do the work internally would be easier to manage.
 - 4 that the Director of Human Resources had suggested that a business case must be produced in order to identify what the costs would be if staff were to be employed internally or externally
 - 5 that the Disability Officer had mentioned that Visiting Tutors had contacted the department to seek assistance for dyslexic students i.e. provide learning technologies

7 REPORT ON AGE AND STUDENT ISSUES (S07.143)

Received: An oral report from the Academic and Registrar to update the Committee on discussions held on guidance from the Equality Challenge Unit

- Noted:
- 1 that Bob Westaway reported that a policy would need to be developed which would examine arrangements for student applicants under the age of 18
 - 2 that procedures relating to this topic would be presented at future meetings
 - 3 that the Director of Human Resources had suggested that there would be other implications such as Criminal Record Bureau checks that would need to be considered when the policy was drafted

8 UPDATE ON PROGRESS ON GENDER SCHEME FOR COLLEGE

Received: An oral report from the EO Advisor to advise the Committee on plans to produce a Gender Scheme for the College

- Noted:
- 1 that the EO Advisor had suggested that the Gender Scheme would need to be in place by the 30 April 2007 and that currently the HR department had been in the process of recruiting an assistant to work for the project
 - 2 that the Scheme would be presented to Council in June for consideration

- 3 that Professor Sara Ahmed and the EO Advisor had been working together to produce the survey questions that would be sent out to staff in order to obtain their perceptions regarding this topic and to obtain both qualitative and quantitative data
- 4 that the EO Advisor would advise the Warden regarding the implications the timetable for the Gender Scheme
- 5 that the EO Advisor reported that the Race, Disability and Gender Scheme would all need to be reviewed and monitored frequently

9 DRAFT NOTES FROM THE EQUAL OPPORTUNITIES FACILITATORS MEETING (S07.016)

Received: the draft notes of the Equal Opportunities Facilitators meeting held on the 17 January 2007

10 ANY OTHER BUSINESS

It was agreed to explore if it would be possible to obtain a senior member of the Estates Department to be part of the Committee